



## **Federal Emergency Management Agency**

### **Pauline C. Campbell: Director, Office of Equal Rights**

Pauline C. Campbell was appointed Director of the Office of Equal Rights by FEMA Director James Lee Witt in November 1996 after holding positions of increasing responsibility in the agency since 1989. In her current role, Ms. Campbell manages a comprehensive program of civil rights compliance, EEO complaint prevention and processing, affirmative action initiatives and disability access policy. Her program covers both agency employees and disaster applicants.

Ms. Campbell joined FEMA first as a systems specialist responsible for system administration, maintenance and support. Later she was an emergency management specialist in Disaster Assistance Programs, responsible for analyzing requests for Presidential disaster declarations. Promotions and reorganizations within the agency then led her to such positions as branch chief, office director and, finally, Director of the Federal Disaster Declarations Policy and Processing Division.

Ms. Campbell's professional career has focused on high technology, marketing and the insurance industry. From 1981 to 1989, before beginning her government career at FEMA, Ms. Campbell worked at the Cal Farm Insurance Co., in Sacramento, CA. Her most senior position was as the manager for the company's Office Systems Division.

A native of Chicago, Ms. Campbell was educated at Loop Jr. College in Chicago (currently named Harold Washington College) in business administration. She was the agency's Excellence in Government Fellow from 1994 to 1995, receiving executive development experience in results-based performance and leadership development. In 1998, Ms. Campbell went through the Federal Executive Institute's Leadership for a Democratic Society curriculum.

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